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# PROCEEDINGS

June 23-27, 1919

## FIRST GENERAL SESSION

(Monday evening, June 23)

The FORTY-FIRST Annual Meeting of the American Library Association was called to order by the president, WILLIAM WARNER BISHOP, librarian of the University of Michigan, in the Auditorium, Asbury Park, New Jersey, at 8 p. m., June 23, 1919.

Mr. MOSES TAYLOR PYNE, of Princeton, chairman of the New Jersey Public Library Commission, extended to the Association greeting in behalf of the New Jersey Library Association, in the following words of welcome:

Ladies and gentlemen: I feel it a great honor and a great pleasure to be asked by the New Jersey librarians to greet the librarians of the United States assembled here in convention. In books and what they contain and what they bestow at all times, and especially in times of turmoil and strife, we find new strength and needed consolation. Therefore we greet you, who are the guardians of these our best friends, and we bid you a very hearty welcome to our state.

We are fully sensible of the honor you have done us in so soon returning to this seaside resort. We hope that you will be refreshed by our ocean breezes, and that when the business of the convention is completed you will return to your homes with renewed vigor and with pleasant memories of us. We regret that no excursions have been arranged for this year, but on the part of the librarians of the state I have great pleasure in saying that we hope no one of you who finds it possible to stop and visit any of the New Jersey libraries before returning, or on his return, will fail to do so, and I can assure you of a very hearty welcome.

President BISHOP, in stating that M. Jusserand, Ambassador of France, had been detained in Paris on account of the duration of the sessions concerned with the peace treaty, presented the following letter evidencing the good will of the Ambassador and his intention to address the

American Library Association if circumstances had rendered it possible for him to be in America at the time of the A. L. A. Conference:

28 AVENUE DU PRÉSIDENT WILSON,

MAY 7, 1919.

Dear Sir: I could not answer at once your kind letter, because I wanted to know first where I would be in June.

I continue not to know, but I am loath to delay longer. The probabilities are however, that I shall be in America at the date you mention, in which case and in the hope that no impediment over which I would have no command may interfere, I accept with great pleasure your invitation to address your Association.

It must, however, be understood that I cannot promise a set speech or a regular lecture. I hope you will allow me to deliver a very brief and informal address. Lack of time will certainly prevent my better deserving the honor of your invitation.

With best thanks and all good wishes from one who is just back from a part of France which Americans have made French again, viz., St. Mihiel, I am,

Sincerely yours,

JUSSERAND.

President BISHOP then introduced Dr. CHALMERS HADLEY, librarian of the Denver Public Library, who addressed the Association on

### THE LIBRARY WAR SERVICE AND SOME THINGS

IT HAS TAUGHT

(See p. 106)

The reading of the president's address followed, President BISHOP choosing as his subject

### THE AMERICAN LIBRARY ASSOCIATION AT THE CROSSROADS

(See p. 99)

After the delivery of the foregoing address the session was adjourned.

## SECOND GENERAL SESSION

(Tuesday morning, June 24)

President BISHOP presided.

The PRESIDENT called attention to the re-

ports of officers and committees which had been printed in the *Bulletin* of the Association for May, 1919 (see pp. 47-91). These reports included those of the secretary, treasurer, trustees of endowment funds, the A. L. A. Publishing Board, the Committee on Bookbinding, the Committee on Coördination, the Committee on Federal and State Relations, and the Committee on Work with the Blind, all of which were accepted.

At the request of President BISHOP, the secretary read the report of the Finance Committee, which was adopted and ordered printed as a part of the Conference Proceedings (see p. 343).

The report of the Committee on Deterioration of Newsprint Paper, next read by the secretary, was duly accepted as a report of progress and ordered printed as a part of the Conference Proceedings (see p. 329).

President BISHOP then stated that in departure from the usual custom of receiving reports formally at a general session, certain reports would be read and discussed this year in general or section meetings, as being of interest to certain groups of the membership.

The PRESIDENT mentioned as examples of such reports, that of the Committee on Library Administration (*Bulletin*, p. 63), to be presented before the Catalog Section; the report of the Special Committee to Investigate Salaries (*Bulletin*, p. 71), to come before the Fifth General Session; and the report of the secretary of the Committee on Importations (see p. 330), to be brought before the College and Reference Section.

President BISHOP next called attention to the matter of an amendment to the Constitution.

Secretary UTLEY therefore read the following former paragraph of Section 12 of the Constitution:

The Finance Committee shall audit the accounts of the secretary, treasurer, and trustees of the endowment fund, and report to the Association at the annual meeting.

Secretary UTLEY explained that in order

to render more adequate the auditing powers of the Finance Committee, the Executive Board had recommended the substitution of the following paragraph for the one just read, such substitution having been voted on affirmatively by the Association at the Saratoga Springs Conference and requiring affirmative vote at the subsequent Conference to become effective:

The Finance Committee shall audit the accounts of the secretary, treasurer, trustees of the endowment fund, treasurer of the Publishing Board, and all other accounts, and report to the Association at the annual meeting.

Upon motion the amendment was duly adopted.

President BISHOP introduced Dr. FREDERICK P. KEPPEL, Third Assistant Secretary of War, who addressed the Association on

#### HOW THE ARMY LIBRARIES HAVE HELPED OUR FIGHTING MEN

(See p. 152)

At the close of Dr. Keppel's address, Mr. BOWKER spoke as follows:

Those of us who have been members of the War Service Committee know tenfold how great has been the opportunity and service of Dean Keppel in making the work of this Association and its six bigger sisters possible and practicable. There is a lubricant known as "Three in One": Dean Keppel has been a Seven in One lubricant in this great work. He has done, I think, more than any one person (quite to change the metaphor) to drive the seven horses—or since they are sisters I should say mares—in harness. He has told you that you would receive 1,200 to 1,500 letters in acknowledgment of your deserts. I rise to move, sir, that this Association express its thanks and its cordial appreciation of the work done for the American Army and the American people by Assistant Secretary Keppel in making the work of the American Library Association so effective. My motion is that, without the intervention even of Mr. Burleson's one-cent stamp, we by a rising vote send Assistant Secretary Keppel a 1,200 or 1,500 man and woman-power letter of appreciation.

Concurred in by a rising vote.

President BISHOP mentioned that the report of the War Service Committee to June 30, 1919 (see p. 190), had been printed and

distributed to members of the Association, and called upon Mr. J. I. WYER, JR., chairman of the War Service Committee, to speak upon the report.

Mr. WYER accordingly responded with a STATEMENT OF THE CHAIRMAN, WAR SERVICE COMMITTEE  
(See p. 188)

Dr. HERBERT PUTNAM, general director of the A. L. A. War Service, being absent in France on account of duties connected with this service, the secretary read Dr. PUTNAM'S

STATEMENT OF THE GENERAL DIRECTOR,  
A. L. A. WAR SERVICE  
(See p. 261)

President BISHOP then called upon Mr. CARL H. MILAM, acting general director, who presented a

STATEMENT OF THE ACTING GENERAL DIRECTOR,  
A. L. A. WAR SERVICE  
(See p. 263)

Mr. BELDEN: Mr. President, the hour is not inappropriate, I believe, to call to the attention of the members of the Association the fact that at our annual meeting at Saratoga Springs no action was taken in reference to the report submitted by the War Service Committee. As a member not only of the War Service Committee, but of the Executive Board, I desire to offer the following resolution:

RESOLVED, That the American Library Association receives and adopts the reports submitted in print by its War Service Committee covering all the transactions and operations of the said committee from its organization in June, 1917, up to this date.

I make this resolution, Mr. President, in order that the printed reports of the War Service Committee may be made a part of the formal records of the Association.

President BISHOP: Is there discussion upon this motion to receive and adopt the reports submitted to us in print?

Dr. HILL: Would it not be wise to postpone action until a final vote can be taken

upon the final report of the War Service Committee?

Mr. BELDEN: The motion reads "up to this date." That does not, of course, in the least preclude the adoption of a final report.

The motion was thereupon duly seconded and carried.

President BISHOP: The secretary has an announcement to make.

Secretary UTLEY: At the convention of the American Booksellers Association, which recently met in Boston, a resolution was passed which I think we librarians will appreciate, and I am going to read it here so that we can incorporate it in our own minutes.

*Whereas*, The American Library Association has done and is doing such notable work in supplying the book needs of the men in the American service; and

*Whereas*, We recognize most fully what this has meant to the men, and what it is to mean to this country in forming habits of reading and love of books among the tens of thousands who will now be resident in all parts of this country;

RESOLVED, That this convention of the book trade hereby registers its profound appreciation of their work and urges all booksellers to continue actively to co-operate with the librarians in the various communities and to extend any help possible in a national way.

This resolution was signed by the secretary of the American Booksellers Association, who is also one of our own members —Frederic G. Melcher.

Dr. HILL: Mr. President, if this is the proper time I would like to move that the thanks of the American Library Association be extended to those publishers and booksellers who gave such a large discount to the War Service Committee in the purchase of books. Whether this should be reported to the Committee on Resolutions I am not quite sure, but it seems to me that as an Association we ought to take some appropriate action.

President BISHOP: The chair sees no impropriety in considering the matter at the present time, and would like to hear a second to Dr. Hill's motion.

The motion was seconded by Mr. BAILEY, of the New York dispatch office, and concurred in.\*

The session was then adjourned.

### THIRD GENERAL SESSION

(Tuesday evening, June 24)

At the request of President BISHOP, Mr. CARL H. MILAM presided.

The first speaker on the program was Miss THERESA HITCHLER, of the Brooklyn Public Library, who gave some of her impressions of A. L. A. War Service in an address entitled

#### SIX MONTHS AT HEADQUARTERS AND IN THE FIELD

(See p. 312)

Chairman MILAM expressed regret that Miss Mary F. Isom was not present to talk upon her work in French hospitals, and also that Mr. Burton E. Stevenson, European representative of the A. L. A. War Service, could not deliver a message in person; but stated that Mr. Joy E. MORGAN would read portions of a report received from Mr. Stevenson (see Report of War Service Committee, p. 218).

Miss MARY EILEEN AHERN, editor of *Public Libraries*, next addressed the meeting, taking as her topic

#### A. L. A. NEWS FROM OVERSEAS

(See p. 309)

Mr. JUDSON T. JENNINGS, librarian of the Seattle Public Library, followed with a description of his experiences

#### WITH THE A. L. A. OVERSEAS

(See p. 307)

In the absence of Mr. SAMUEL H. RANCK, librarian of the Public Library of Grand Rapids, Michigan, Mr. CLARENCE E. SHERMAN read portions of Mr. Ranck's interesting account of

#### A LIBRARIAN'S JOB IN BASE SECTION NO. 1,

FRANCE

(See p. 297)

Mr. ORLANDO C. DAVIS, librarian of the Public Library, Waltham, Massachusetts, next presented a paper giving his

#### EXPERIENCES OVERSEAS

(See p. 308)

Mr. ASA DON DICKINSON followed, with a paper entitled

#### BY FLANDERS BRIDGE

(See p. 157)

On account of the lateness of the hour it was impossible to present even in part statements of various other A. L. A. workers serving overseas, excerpts from whose reports are given on pages 316-326.

The evening session closed with a brief exhibition of motion pictures showing A. L. A. War Service.

### FOURTH GENERAL SESSION

(Wednesday morning, June 25)

The meeting was called to order by President BISHOP, who then opened the session with the following remarks:

May I take this occasion to say a word of greeting to the members of the societies affiliated with the American Library Association and others who are not formally affiliated but who are nevertheless meeting from time to time with us. It is the presence, indeed, of these numerous persons interested in library work of a special nature, and in their peculiar problems, that lends so largely to the number of those present at these meetings. It would ill become the general American Library Association to fail to recognize the strength and the tone and the vigor which the presence of these people interested in special problems, such as the National Association of State Libraries, the American Association of Law Libraries, the League of Library Commissions, the Special Libraries Association, the Bibliographical Society of America, and others, give to our gatherings; and I wish, therefore, to say a special word of greeting to them in behalf of the American Library Association. We are glad you are here; we welcome you not only to our own meetings, but we welcome you personally and are glad to know you.

May I also take this occasion to express the thanks of the Association to Mr. Josselyn and his earnest co-workers and to the Publicity Committee in getting out the daily paper, *The Use of Print*, which has been such a feature of this Conference. I know that you all agree with me that it has been a remarkable thing and a very useful thing; I think it has shown us very graphically what we are doing, and we have every reason to be grateful. I have not personally seen Mr. Josselyn since he came; he has spent most of his time in

\*See also resolution presented by the Committee on Resolutions and adopted at the last General Session.

the newspaper office. I understand he and Mr. Wright and one or two other veterans of the newspaper business have been getting about three hours sleep a night; they have been sitting up with the *Asbury Park Press* people, who never had to run these words which we speak so glibly, and who don't know how to read the handwriting of some of our folk. We have great reason, therefore, to be thankful, and to express our appreciation.

The PRESIDENT then called upon Col. E. L. MUNSON, chief of the Morale Branch of the Army, who addressed the assembly on LIBRARIES AND READING AS AN AID TO MORALE

(See p. 184)

Maj. JASON S. JOY, director of the Commission on Training Camp Activities, War Department, followed with a talk upon SALVAGING WAR LIBRARY SERVICE FOR PEACE

TIMES

(See p. 265)

President BISHOP, at the close of Major Joy's address, called attention to the appropriation bill mentioned by the speaker and soon to be reported upon by a committee of the United States Senate, and urged that members of the American Library Association endeavor to secure the influence of Senators and Congressmen to make adequate provision for continuance of library service for the Army and Navy in peace times.\*

The PRESIDENT then announced that the Honorable Josephus Daniels, Secretary of the Navy, could not be present to address the assembly as had been planned, and read the following letter received from him by the Secretary:

I am in receipt of your esteemed favor and I write with regret to say that I shall have to deny myself the pleasure of being with you in your meeting at Asbury Park, much as I would like to do so. The Navy bill will be under consideration in Congress at that time and I find that I have already definitely committed myself to another engagement which cannot be deferred, and that, together with the duties requiring me to be here, makes it impossible for me to come to Asbury Park on the occasion of your meeting.

I am greatly interested in the work of the American Library Association and its

service to the men in the Navy during the war and since cannot be praised too highly. Will you be good enough to express my thanks and appreciation and my deep regret at my enforced absence from the meeting?

Sincerely yours,  
JOSEPHUS DANIELS.

President BISHOP further stated that upon learning that Secretary Daniels could not be present, at his suggestion the Association had endeavored to secure the presence at the Conference of Admiral William S. Sims, who, however, had sent notification of his inability to attend, in the following telegram:

I sincerely regret my inability to accept your courteous invitation to address the American Library Association at Asbury Park on June 25. I have already pledged myself to many highly important engagements for the latter part of the month, which will engage all the time I can possibly spare from my duties as president of the Navy War College. Had I received your invitation earlier I would have arranged my program accordingly, but under the circumstances I do not feel justified in canceling these important engagements which I have made. I fully realize the importance of the work done by the American Library Association, and sincerely hope it may continue its effective coöperation with the Navy.

W. S. SIMS.

Commander C. B. MAYO, of the Navy, was then introduced, and delivered an address on

LIBRARY SERVICE FOR THE PERMANENT NAVAL ESTABLISHMENT

(See p. 267)

The final address of the session was given by Vice-Admiral ALBERT GLEAVES, on BOOKS AND READING FOR THE NAVY AND WHAT THEY HAVE MEANT IN THE WAR

(See p. 155)

At the conclusion of this address the audience rose to show their appreciation.

President BISHOP: A rising vote of thanks, which I was about to suggest, has been given spontaneously. May I however, in behalf of the artist of the poster alluded to, suggest that he was a clever man? He painted a marine, who as we all have learned, is soldier and sailor too.

\*See also resolution adopted at last General Session.

I wish to thank these gentlemen who have so kindly abandoned their many duties to come here and say to us these kind words about our work, and to give us the benefit of their suggestions as to the future conduct of work for both branches of the military service. I had begun to suppose our War Service Committee could see the end of its labors; and I see a dis-appointed and horribly dejected look upon Mr. Wyer's face. Perhaps the War Service Committee may be discharged in the course of some months, but I do not believe that from now on this Association can be without a committee on service to the soldiers and sailors of the United States.

The fourth session was then adjourned.

#### FIFTH GENERAL SESSION

(Thursday morning, June 26)

Vice-President BELDEN presided.

The following memorial minute, drawn by a specially appointed committee, was read by Mr. ROBERT K. SHAW and adopted by a rising vote:

#### SAMUEL SWETT GREEN

LIFE FELLOW OF THE AMERICAN LIBRARY ASSOCIATION. ITS PRESIDENT 1891.

The members of the American Library Association desire to put on record their deep appreciation of the character and services of their late associate, Samuel Swett Green, who died in Worcester, Massachusetts, December 8, 1918, in the eighty-second year of his age, after serving as librarian of the Worcester Free Public Library from 1871 to 1909, and since then as librarian emeritus.

In two directions Mr. Green did valuable pioneer work. The first of these instances was the linking of the work of the library with that of the schools, with which his name will always be associated. The second was the close connection of the library with the local industries. Mr. Green's volume, "Libraries and schools," published in 1883, and his paper, read before this Association in 1889, on the industrial connections of library work, were influential far beyond the limits of his own city. Some of the other fields in which Mr. Green was a pioneer include the development of interlibrary loans, the formation of picture collections, and Sunday school, which, in Worcester, dated from 1872.

Mr. Green was an original member of

the American Library Association, taking part in its organization at Philadelphia in 1876, and serving as president at the San Francisco meeting in 1891. He was an original member of the American Library Institute, in 1905. His suggestive report on "Library aids," issued by the United States Bureau of Education in 1881, was exceptionally serviceable. He served as a member of the Massachusetts State Library Commission, from its beginning in 1890; and he was reappointed in 1894, 1899 and 1904. His volume on "The public library movement in the United States, 1853-1893," published in 1913, is of wide popular interest. He was a graduate from Harvard College in 1858, and was all his life a keen student and investigator.

Mr. Green's characteristic graciousness and cordiality were closely connected with his deep-rooted desire to be helpful. One who had known him long and intimately wrote of him, after his death, as follows: "I think that his most impressive characteristic was his desire to be of service to others;" and it is this innate quality of Mr. Green which will cause his memory to be cherished, in coming years, by his fellow-members of the American Library Association.

WILLIAM E. FOSTER,  
ROBERT K. SHAW,  
Committee.

Vice-President BELDEN: We now come to the program of the fifth general session, a session devoted to a survey of actual conditions in American libraries. The war and its alarms, our mistakes and our victories, have been given consideration, and today we turn to the future, with its visions of enlarged service through organized effort. We are ready to start to clear the decks, to take stock of our assets, and in so doing, I know that you all agree with me that we can look forward hopefully and with cheerful assurance. The librarian of Yale University, Mr. ANDREW KEOGH, will speak to us on

#### OUR LIBRARY RESOURCES AS SHOWN BY SOME GOVERNMENT NEEDS IN THE WAR

(See p. 270)

At the conclusion of Mr. Keogh's paper Miss AHERN requested the privilege of saying a few words, and spoke as follows:

Before Mr. Keogh's voice dies away, I would like to add a little to the glory which I think belongs to the splendid

work which the Inquiry Bureau did before the peace and since the peace. One day while in Paris headquarters library a very distinguished gentleman came in and seemed hardly to know what he wanted to do next, so I stepped around in front of him and discovered by my knowledge of newspaper pictures that I was talking to the Honorable Mr. Strauss. I spoke to him and asked him if I might have the privilege of showing him around the library, which I did, and when he was leaving he complimented the library, and then added: "Those of us who are interested in the peace conference are also under great obligations to the American Library Association for the very splendid collection of references which have been put at our convenience and use."

I intended to cable Mr. Keogh then, but something else intervened. I take pleasure in presenting this at this time so that Mr. Keogh may know that the splendid work which he and his confreres did in that matter received the appreciation due it from those interested in the peace treaty.

The next speaker on the program was Dr. C. C. WILLIAMSON, of the New York Public Library, who prefaced the delivery of his paper with the following remarks:

President Bishop had invited me to discuss this topic and I had promised to do so before I had the slightest idea that I might have some responsibility for the professional training division of the investigation that is to be conducted by the Committee of Five, particularly if we get the \$88,000. I have not consulted my colleagues on that committee on what I am about to say, which means that the proposal which I shall make in this paper is personal, not in any sense a committee affair at the present time. I feel that it is incumbent upon me to make this statement, lest I may seem in what I have to say to have committed myself and to some extent the committee itself in advance of the investigation. I shall therefore state my personal views as clearly and as positively as I can, but I hope not dogmatically, and certainly only in general outline. If the plan I am about to propose were actually to be adopted, of course, extended investigation would be necessary before the details could possibly be worked out. But even the main features of the plan I would gladly abandon in favor of anything else that seems to the profession as a whole more likely to accomplish the desired objects. In order to bring my paper within the prescribed time limits, if

possible, I propose to narrow the subjects from the plural to the singular and present only one aspect of the training problem, but one which, it seems to me, is of very far-reaching importance.

Dr. WILLIAMSON then read his paper on  
SOME PRESENT DAY ASPECTS OF LIBRARY  
TRAINING

(See p. 129)

In the subsequent discussion, Mr. BOWKER made the following remarks:

I rise to link up this paper with the discussion of last night, and to say that as a thorough believer in trade unions and professional associations of the right sort, I believe this paper points a way to the remedy of many of the evils existing today in such associations. A trade union or a professional association should give such a stamp to its members that they will have superior opportunities in their trade or profession, and the suggestion that Dr. Williamson so carefully embodied, avoids not only the understood evils from which we sometimes suffer, but leaves a place for the lay members of the profession, so to speak, leaves entrance into the profession for unskilled people, because in this particular calling of librarianship we must often draw upon a wider constituency than even the library schools can give us.

This idea of graded certificates from the American Library Association puts aside state lines, puts aside governmental red tape, puts aside any question that the outsider is not given a fair show, but does put the stamp of the Association—the national association, the professional association—upon fitness, and fitness in the several grades. I suppose some of you ride in automobiles, at least occasionally; some of us own Fords; and what a fine thing it would be if instead of numerous state certificates and licenses to travel, the American Automobile Association were a national agency for certifying to the capabilities of chauffeurs or ourselves, and giving a license which might, under proper, systematic arrangements, enable us to travel from state to state for a longer period than ten days, without the red tape which in Europe is avoided by a somewhat similar association organized on the part of France.

I want to say "amen" to everything that Dr. Williamson has said.

Miss FOOTE emphasized the point that if the A. L. A. will establish a minimum standard for trained library service, the difficulty will be solved of drawing a line

between professional and clerical service. She further suggested that candidates desiring correspondence courses be required to pass a personality test before three librarians, two of whom should be members of the training board or their representatives.

Mr. BISHOP suggested the advisability of referring to the Executive Board for early consideration the question raised by Dr. Williamson's paper.

Miss OBERLY urged prompt coöperation with the Joint Congressional Committee on Reclassification.

Continuing the program of the session, Mr. ADAM STROHM, as a member of the Committee on Investigation of Salaries, discussed the report of that committee (see p. 71-ff of May *Bulletin*), elaborating certain points, emphasizing important features, and closing his remarks with a plea for adequate salaries in these words:

I assume that we must have in the library profession men who can mix with men, who are men among men, who cannot only get out printed recipes on how to make success, but can themselves make the appearance of really having a right in the open, among their fellow beings. We must have girls and women who are happy, who impress the graces of life upon those with whom they come in contact, who themselves are gracious, who seem full of zest and faith in their own existence.

Library trustees, chief librarians and members of the A. L. A., I think we all realize it and should act upon it, that the life that is worth living, the life that corresponds to the culture and civilization which we try to stimulate, that life cannot be lived on the paltry average income of \$57 a month.

Mr. Roor, being called upon as a member of the Salaries Committee, summarized salary conditions in college libraries, as had been dealt with in the committee report; and brought out the point that a decreasing percentage of college bred assistants was being attracted to library work in educational institutions, for the reason that such employment—representing a culmination of achievement in library work—commands remuneration below the initial compensation for instruc-

tors, and amounting to little more than the institutional rates for room and board.

Dr. BOWERMAN said that the work of the Joint Commission on Reclassification, intended to standardize salaries and grades for libraries in the District of Columbia, will have tremendous significance in setting standards for the country at large, and that the coöperation of the A. L. A. is desired in getting good salary standards fixed in the report of this commission.

Mr. BOWKER suggested that a subject akin to salaries was that of pensions, and put forth the idea of having a report on pensions at the next Conference.

At this point Mr. FREDERICK C. HICKS spoke as follows:

I have been a member of the A. L. A. so long that Mrs. Carr threatens to make me a pioneer; I don't know just how soon that will come. I say this so that you may understand I am a friend of the A. L. A.; but at this moment I represent a small group of librarians here at Asbury Park known as the law librarians. We are, I presume, among those covered in this report as "miscellaneous." I have examined the report with care, and find no reference to the 760 law libraries in the United States and Canada, and very few of the state libraries or special libraries are represented. Many of these associations and groups of libraries are not represented upon the committees of the A. L. A., nor do they have an opportunity of presenting the facts as to their library work on the programs of the A. L. A. Perhaps that is difficult; but we come here each year in the hope that the essential unity of library work among special libraries, general libraries, college libraries, may be understood, and we wish to do our part in emphasizing that unity. Now the law librarians—speaking of them for a moment—are interested in salaries; they are interested in cataloging, in classification, in library administration, in book-binding, in book selection, in making their books useful not only to lawyers, but to the world in general, and we wish to be included in the surveys that are made of library conditions. We wish when a committee is appointed to serve the United States from the library point of view, to have law librarians on that committee, or someone who knows the law library situation. We wish all of the special libraries to be so represented, and it may be that a comparison of the salaries of special

librarians, including law librarians and assistants, with those paid in public and college libraries, would materially assist in preparing an argument for increasing the salaries of public library assistants.

Now, we wish (and I say this not because I have been delegated to speak so—this is my personal point of view) when we come to an A. L. A. meeting we wish to have our large group of interests represented in the general surveys that are made, because we do belong to the library profession.

Mr. MONTGOMERY called attention to the lack of reports from some of the larger state libraries in Mrs. Sawyer's portion of the report, saying this detracted very seriously from its value.

Upon request of Vice-President BELDEN, Dr. Bostwick presented the report of the Committee of Five on Library Service (see p. 326).

Dr. Bostwick was asked whether, if the committee does not receive the \$88,000 asked for, they propose to apply to some foundation which may feel it possible to appropriate the money. He replied that the committee had not formulated any such plan, but that if the amount is not secured as asked for the committee will try to get the money from some other source, and will leave no stone unturned to get it.

The fifth session was then adjourned.

## SIXTH GENERAL SESSION

(Friday morning, June 27)

President BISHOP presided.

At the suggestion of the President, it was voted that the Association cable greetings to Dr. Herbert Putnam, general director of the A. L. A. War Service, and to Mr. Burton E. Stevenson, European representative of the A. L. A., as some expression of appreciation of the services of these absent members.

President BISHOP, in introducing the first speaker of the program, made the following remarks:

We have endeavored, as I said in my opening address, to make this a forward-looking program. Despite our efforts, much of the program has looked backward to the war work. The four military gentlemen who addressed us the other morning were to have talked, we hoped,

about books and reading in the Army and the Navy in peace times in the future; instead, their hearts were so full of what was done during the war that they talked a great deal of our past work. Yesterday we devoted ourselves to a statement of some few of the actual conditions in our libraries. We took up certain very serious defects which the war had revealed in our resources, defects which we may well pause to consider very carefully, and toward the meeting of which every organized effort may be properly directed. We also took up two burning questions, those of training and salaries; and finally we listened to the plans for a survey of the conditions in American libraries today.

This morning we attempt the interesting task of looking into the future. We do not so much attempt to forecast it as to forecast plans on which we may ourselves work. We are not prophets, nor crystal gazers, nor seers, but we are folk who have to think as to how our work is going to develop. We have very pressing problems of the immediate future. Should we neglect them, or fail to meet them as they come, we certainly shall be false to the high standards of our calling. Hence the program is devoted not to just one or two subjects of library economy, but to the future of library work in America. I take great pleasure in introducing Mr. PAUL M. PAYNE, librarian of the Public Library of Syracuse, New York, who will speak to us on

### THE LIBRARY'S TASK IN RECONSTRUCTION

(See p. 117)

Mr. JESSE B. DAVIS, principal of the Central High School, Grand Rapids, Michigan, followed with a paper entitled

### THE HIGH SCHOOL LIBRARY OF THE NEXT DECADE

(See p. 126)

The final subject of the morning was REACHING ALL CLASSES OF THE COMMUNITY  
(See p. 111)

Dr. JOHN H. LEETE, director of the Carnegie Library of Pittsburgh, who presented this closing address, spoke as follows in introducing his topic:

Before beginning the discussion of this topic I feel that a few words of personal explanation may be necessary. Two years ago I was brought, somewhat against my will, from a position in college administration, to library work. I resented it at the time, because it seemed to transfer me from a position, a bigger position, a

more difficult job, to one that was smaller and less promising. Two years of education under a most competent, able, energetic and what might be called educative staff, have persuaded me how very mistaken I was! To-day I am convinced that no professional field offers greater possibilities than library work. I am afraid, however, that I shall not readily acquire the professional attitude. My viewpoint is still largely that of the outside public, and it is from that viewpoint that I shall speak to you this morning. My only excuse for presenting such a topic, which is in a way a technical subject, in the presence particularly of those who are so much more competent than I to present it, is that this is the greatest question, at least greatest in my estimation, before the library of to-day.

I wish to add also that what I shall say is not intended in any way to oppose the side of our work that was presented so happily this morning by the first speaker on the program, but is intended to supplement it.

At the conclusion of the foregoing paper there were read, and adopted by a rising vote, memorial resolutions on the death of William H. Brett, librarian of the Cleveland Public Library, and Raymond C. Davis, librarian emeritus of the University of Michigan.

The text of the resolutions follow:

**WILLIAM HOWARD BRETT**

MEMBER OF THE AMERICAN LIBRARY ASSOCIATION, 1885-1918. ITS PRESIDENT 1896-97.

The untimely death of Mr. Brett terminated not only a life pulsating with constructive vitality and matured plans to serve his country in its mighty undertakings overseas, but it left all those familiar with his career and associated with him in a common task bereft of that stimulus and steadfastness we all receive from the example of noble endeavors.

He was a public servant of rare ability and extraordinary accomplishments. The span of his professional career reaches back to the year 1884, when he assumed the leadership in the Institution whose distinction is preëminent in the library history of the nation. In addition to developing the Cleveland Public Library to the highest degree of liberal usefulness, he gave unstintedly of his experience and enthusiasm to the welfare of the profession at large and was duly honored.

His services as president of the Ameri-

can Library Association, the organization of the Ohio Library Association, his appointment as dean of Western Reserve University Library School and his membership of the A. L. A. War Service Committee are some of the important milestones of his career.

His prodigious, noiseless energy and unflagging interest allowed him to serve on various important committees and afforded him time to give counsel and encouragement to others—incidents little recorded, forgotten by himself but forever treasured by the recipients of his good will and kindness.

Untiring worker, careful observer, far-seeing pathfinder, he was nevertheless modest, tolerant, ever ready to learn, to serve; never opinionated.

Whatsoever was clean and beautiful appealed to him. Any idea that would add something to life, that would make the high destiny of the individual and society reach a noble fulfillment, he would embrace with happy, contagious warmth, free from any thought of self-enhancement.

His courage was equal to his kindness. Magnanimous at heart, he would instinctively enlist and stand firm in any cause where self-respect and high principles were at stake. His the impulse to defend and protect the sweetness and high purpose of life against brutal egotism.

In the happy days of his patriotic service as camp librarian he heard the tramp, tramp of young America embarking on the transports to prove its manhood overseas, and the day was prescient with his anticipated duties "Over there," where he was to be at the service of the boys and share with them the light of a new dawn.

His memory will be as abiding as his message, "As we live, we teach."

ADAM STROHM,  
R. R. BOWKER,  
FRANK P. HILL,  
Committee.

**RAYMOND CAZALLIS DAVIS**

MEMBER OF THE AMERICAN LIBRARY ASSOCIATION, 1878-1919

Raymond Cazallis Davis, a member of this body, died at his home in Ann Arbor, Michigan, on June 10, 1919, at the age of almost eighty-three years. Since 1878 he had been actively associated with the A. L. A. He was born in Cushing, Maine, in 1836, and passed his early life in that state and on the ocean, sailing in his father's ship. He was a student in the University of Michigan before the civil war, and became assistant librarian in

1868, librarian in 1877, and librarian emeritus in 1905. He was one of the very first in our universities to give instruction in bibliographies, and continued his courses until a very few years since.

Gentle and kind in soul, moderate in nature, but with all friendly, and helpful to generations of students. Loving books with the rare knowledge of a true scholar, he served his university and his library with single-hearted devotion. The Association puts upon its minutes its genuine regret at his passing, and its high sense of the value of his professional services and of his sweet and kindly character.

HENRY J. CARR,  
W.M. W. BISHOP,  
Committee.

Upon request of the President, Mr. H. H. B. Meyer, chairman of the Committee on Resolutions, presented the following report of that committee, and it was duly adopted:

#### **REPORT OF COMMITTEE ON RESOLUTIONS**

Whereas, The booksellers and publishers of the United States, recognizing, in the calls for books made on them by the library war service of the American Library Association, an opportunity for patriotic service, responded thereto with prompt and hearty coöperation,

First, in granting discounts which amounted to an elimination of all profits;

Second, in giving precedence to A. L. A. orders over the orders received from all other sources;

Third, in accepting and filling small orders with the same promptness and dispatch with which they handled large orders; and

Fourth, in submitting, almost without murmur, to some unusual delays in the settlement of accounts, recognizing that an office staff hastily organized, constantly changing in its personnel, and extending its ramifications to all parts of the country, was entitled to some such consideration; therefore be it

RESOLVED, That the American Library Association in convention assembled at Asbury Park, New Jersey, hereby expresses its highest appreciation of the unfailing coöperation of the booksellers and publishers of the United States in carrying on its library war service, and that a large measure of the success attained would have been impossible without such coöperation, and be it further

RESOLVED, That a copy of this reso-

lution be sent to the American Booksellers Association, to the American Publishers Copyright League, and further, that it be printed in the *Publishers' Weekly*.

Whereas, The American Library Association after two years of experience through its library war service is in a position to know, without a question of doubt, how great an influence for good among the enlisted men has been the direct contact with books, and how valuable expert guidance in their use has proven in connection with other welfare work; and

Whereas, There are before the Congress of the United States two bills making appropriations for the continuance of welfare work in the Army and Navy of the United States; therefore be it

RESOLVED, That the American Library Association in convention assembled at Asbury Park, New Jersey, hereby expresses its approval of these two bills and respectfully urges their passage at the earliest possible date, in order that there may be no chance for a lowering of the high morale which the military and naval forces of the United States have achieved; and be it further

RESOLVED, That copies of this resolution be sent to the chairman of the Senate Committee on Appropriations, to the chairman of the House Committee on Appropriations, to Major Jason S. Joy, director, Commission on Training Camp Activities, War Department, and to Commander C. B. Mayo, Bureau of Navigation, Navy Department.

Whereas, Investigations made by some of the most prominent members of the American Library Association have shown that salaries paid to library workers in the United States are inadequate to meet living expenses, and to compensate for the value of the services rendered; and

Whereas, The only way to meet the natural demand under present conditions for higher salaries for library workers, is to secure increased appropriations; therefore be it

RESOLVED, That the American Library Association strongly urge all governing or legislative bodies, federal, state, county, city, town or village to increase the appropriations for library salaries, in order to retain in the library service library workers who are forced by sheer necessity into other fields where the compensation constitutes a just return for scholarship and professional training; and further be it

RESOLVED, That the American Library

Association take every available means to give this resolution the widest publicity, especially among those controlling appropriations for library salaries.

**RESOLVED**, That at the close of the Forty-first Annual Conference, the American Library Association in order to show its high appreciation of the efforts put forth, hereby expresses its profound gratitude to all those who have contributed to making the Conference a success.

To those not members of the Association and especially to the Hon. Frederick P. Keppel, Third Assistant Secretary of War, to Admiral Albert Gleaves, to Colonel E. L. Munson, to Commander C. B. Mayo, to Major Jason S. Joy, and to Mr. Jesse B. Davis, who have come from a distance to address us, we tender our heartfelt thanks and assure them of our keenest appreciation.

To the state and local authorities and especially the librarians and to the local committee we express our gratitude for the many courtesies received.

On Mr. Lloyd W. Josselyn, editor-in-chief and managing editor of *The Use of Print*, and his colleagues, we bestow our appreciative thanks for the keen pleasure and the wealth of information the successive members have given us; and further be it

**RESOLVED**, That a copy of this resolution be sent to each of the gentlemen mentioned above.

H. H. B. MEYER,  
CHALMERS HADLEY,  
SARAH C. N. BOGLE,

Committee on Resolutions.

At the request of the President, the following resolution which had been passed by the Council on June 26, was read by the secretary:

*Whereas*, There has been established and is in active operation in the Bureau of Education a National Library Service, which has furnished the libraries of the United States with valuable information concerning Government publications and affairs; be it therefore

**RESOLVED**, That the American Library Association endorses the work of the National Library Service and respectfully requests its continuance in the Bureau of Education; further be it

**RESOLVED**, That a copy of this resolution be sent to the Secretary of the Interior and to the Commissioner of Education.

Miss MAUDE MALONE, a representative of the New York Library Employees Union, being given the floor by courtesy, although

not a member of the A. L. A., inquired whether a resolution submitted by that union to the Committee on Resolutions of the American Library Association had failed to receive the approval of the committee.

At the request of President BISHOP, Mr. MEYER, chairman of the Committee on Resolutions, stated that in view of the fact that a union in Washington, representing Federal employees, would take up a variety of points relative to employment, the Committee on Resolutions had restricted its consideration to the question of salaries for library workers, as set forth in the resolution which had just been presented.

Miss MALONE then expressed a feeling that the resolution of the Library Employees Union should have received definite action in favor or disfavor.

Mr. MEYER then stated that the Committee on Resolutions had at the present time decided adversely upon the resolution of the Library Employees Union; but with the idea that some expression should be obtained from another source rather than that the resolution should necessarily be killed, had concluded to allow the Washington Union opportunity to consider the same.

A member of the A. L. A. here made the suggestion, as coming also from a member of the Library Employees Union, that the resolution of the L. E. U. be returned to that body.

The following resolutions, which had been passed by the Council on June 26, were at this time put to vote and endorsed by the Association:

The Council of the American Library Association endorses the Educational Bill (H. R. 7) introduced into the House of Representatives by the Hon. Horace M. Towner, and urges upon the Congress of the United States the early consideration and adoption of this measure.

**RESOLVED**, That the Council of the A. L. A., recognizing the urgent need for an International Bibliography of Humanistic Literature, cordially endorses the plan as outlined by Mr. F. J. Teggart;\* and further,

\*See Council, Second Session.

**RESOLVED**, That there be appointed an advisory committee of four to coöperate with the American Association of University Professors in supervising the preparation and publication of the bibliography.

The secretary read the report of the tellers of election, showing that the following officers had been elected:

**REPORT OF THE TELLERS  
OF ELECTION**

Total number of votes cast, 131.

**President**

Chalmers Hadley, librarian Public Library, Denver, Colorado. 131 votes.

**First Vice-President**

George H. Locke, librarian, Public Library, Toronto, Ontario, Canada. 129 votes.

**Second Vice-President**

Cornelia Marvin, librarian Oregon State Library, Salem, Oregon. 128 votes.

**Members of Executive Board**

(For three years)

Carl H. Milam, director, Public Library, Birmingham, Alabama. 124 votes.

Edith Tobitt, librarian, Public Library, Omaha, Nebraska. 124 votes.

**Members of Council**

(For five years)

Miriam E. Carey, field representative, A. L. A. War Service. 128 votes.

Bessie Sargeant Smith, supervisor smaller branches, Public Library, Cleveland, Ohio. 127 votes.

Phineas L. Windsor, librarian, University of Illinois Library, Urbana, Illinois. 127 votes.

Lloyd W. Josselyn, librarian, Public Library, Jacksonville, Florida. 128 votes.

C. C. Williamson, chief, division of economics, Public Library, New York City. 126 votes.

**Trustee of Endowment Fund**

E. W. Sheldon, trustee, Public Library, New York City. 127 votes.

**President BISHOP:** A matter which has been agitated in the library press, and which has received very considerable attention in the hands of various members of the Association, will be presented for a minute for possible consideration, by

Mr. WHEELER, of Youngstown—the question of coöperative book buying.

Mr. WHEELER accordingly spoke as follows:

I did not realize that I was to be called upon to present to you this matter, which has been termed the question of centralized book buying, but which to my mind is far broader than that, and which I should like to phrase as centralized selection of books, centralized purchasing of books, centralized binding and rebinding of books in such shape that they will carry to the end of the life of the books without another rebinding; centralized publicity to get the books used, and in connection with that the coöperation or possible absorption of the staff of the A. L. A. *Booklist*; and in general, the centralized doing of all the preparatory processes of getting books ready for the public to use.

It may be that this plan has so many practical difficulties that it could not be carried out. However, it does seem to me to be so vital that we should at least investigate it, that I venture to propose to you a motion that the Executive Board of the Association appoint a committee of five members to consider the possibilities and the practical difficulties of carrying out this proposal.

The motion was duly concurred in.

President-elect Hadley was escorted to the platform by Mr. Belden and Mr. Ferguson.

**President BISHOP:** Mr. Hadley, on behalf of the Association I tender you, sir, this gavel, as indicating the authority of your new office, with the best wishes from all of us for your great success in carrying us through the next year.

**Mr. HADLEY:** Mr. President and fellow members of the Association: When the Nominating Committee proposed my name for this office I replied that it was an honor that should never be sought and a responsibility which I felt should not be shirked. I thoroughly appreciate this honor, and I wish to thank you by promising to give to the A. L. A. during the coming year the very best service of which I am capable. The questions before us which have been brought up at this one session are of sufficient importance to occupy us for several months. We can only arrive at a successful conclusion if we have the coöperation

of every member of the Association, which I ask of you on behalf of the new officers of this Association.

On motion of Mr. DANA, it was voted that the Executive Board be instructed to present at the next A. L. A. Conference a form of constitution, with by-laws, conformable at least in a measure to the suggestions contained in the address of President Bishop.

At this point Mr. BISHOP stated that, to avoid any misapprehension, Mr. Meyer desired a further word to be said relative to the matter of the resolution of the Library Employees Union, and summed up the manner in which the resolution had been received by the Committee on Resolutions of the American Library Association, which committee had decided to allow the Washington Union opportunity to consider the matter in question.

Mr. WHEELER moved that the resolution of the New York Union be voted upon by the Association.

Miss KELSO having then risen to a point of order sustained by President Hadley, Mr. BOWKER requested that the resolution be read, even though no definite action be taken upon it.

It was indicated that no copy was immediately at hand.

Miss KELSO emphasized that insufficient attention was being given by A. L. A. members to the fact that a Joint Commission was settling salary standards which would affect librarians throughout the entire United States, and suggested that a just conception of librarianship might not be within the realization of this commission.

Dr. BOWERMAN, in order to make clear the topic under discussion, then briefly explained that Congress had created a Joint Commission on Reclassification of Salaries, to classify the salaries of all Government employees in Washington, Federal and municipal (numbering 105,000); the Joint Commission being composed of three Senators and three ex-Representatives, who had engaged a considerable staff of experts, including persons representing library interests.

Dr. BOWERMAN further stated that it had seemed desirable that the A. L. A. should by resolution assign to some committee the duty of presenting to the Joint Commission on Reclassification a definite conception of the place and importance of the work of librarianship and the need of its proper recognition upon salary rolls, and that the resolution presented relative to salaries (intended to cover this matter) might be made more specific, if thought inadequate for a hearing before the Joint Commission.

He then moved that the Committee of Five on Library Service be instructed to present to the Joint Commission on Reclassification its ideas of librarianship and requisite compensation for library services, especially since the effect of the work of the Reclassification Commission will doubtless have wider bearing than will pertain merely to library interests at Washington.

A member here stated that there was scheduled to come before the Executive Board of the A. L. A. the matter of having a special committee to look after the Resolution on Salaries, and to put the resolution into the hands of governing bodies making appropriations for library purposes.

Mr. MEYER, as chairman of the Committee on Resolutions, at this juncture explained that his committee had endeavored to reduce the various resolutions in its hands to as brief compass as possible; and he further said that, after pointing out that library salaries are low, and going on record as urging appropriating bodies to increase such salaries, he would consider additional recommendations as perhaps encroaching upon local details.

Mr. BOWKER moved, as amendment of Dr. Bowerman's motion, that the Executive Board be requested to appoint a committee which shall present to the Joint Commission on Reclassification the Salary Resolution already passed.

The motion of Mr. Bowker was concurred in, Dr. Bowerman accepting such amendment to the original motion, with the suggestion that the Committee of Five

on Library Service be called into coöperation with the prospective committee.

The resolution of the New York Library Employees Union, the reading of which had been previously requested, was then read by the secretary, as follows:

*Whereas*, The present low and inadequate salaries paid to librarians in the public libraries are due solely to the fact that all of the rank and file in the work are women; and

*Whereas*, All the highest salaried positions are given to men by the board of trustees; and

*Whereas*, The present policy of library boards is to remove women from all positions of responsibility and largest financial returns, and replace them with men only, and

*Whereas*, This discrimination is based on sex, and not on any superiority of intelligence, ability, or knowledge on the part of the men appointed; therefore,

**BE IT RESOLVED**, That we are against this system of removing women without reason, and are in favor of throwing open all positions in library work, from Librarian of Congress down to that of page, to men and women equally, and for equal pay.

President HADLEY announced that upon examination of the by-laws it appeared that, under a three-fourths vote of those present at any meeting of the American Library Association, the Association could decide to consider and report upon a ques-

tion without previous reference to the Council for report and recommendation.

Mr. WHEELER urged that the Association record action upon the L. E. U. resolution in order to disarm the possible criticism that a small number of persons renders decision upon A. L. A. matters.

Miss TYLER at this point spoke upon the substance of the L. E. U. resolution, and declared that American women librarians are carrying their fair share of responsibility, and they desire the men members of the Association to realize that the women understand the men have no thought of crowding women out of the profession.

Mr. BOWKER followed with an especial protest against the preamble of the resolution, which states that women are discriminated against by boards of trustees.

It was then moved and seconded that the rules of the Association be suspended and that a vote be taken upon the adoption of the resolution of the New York Library Employees Union.

The rules were so suspended.

The question of the adoption of the resolution of the New York Library Employees Union being duly presented, the Association rejected the resolution by a vote of 121 members against one.

There being no further business to come before the Association, the Conference was adjourned *sine die*.

## EXECUTIVE BOARD

A meeting of the Executive Board of the American Library Association was held in the New Monterey Hotel, Asbury Park, N. J., Friday afternoon, June 27, 1919.

Present: President Hadley, Misses Doren, Eastman and Tobitt, and Messrs. Hill and Milam; also Secretary Utley.

### Program for Enlarged Service

The following resolution, drawn by a member of the board, was read and unanimously adopted:

*Resolved*, (1) That the Executive Board recognizes the responsibility of the American Library Association to encourage and promote the development of library service for every man, woman and child in America.

(2) That a committee be appointed to consider the various reports and suggestions concerning the future work of the Association; to prepare an enlarged program of American library service; and to make a report as soon as possible with recommendations—these recommendations to indicate which features of the program are of immediate importance and to be accompanied by definite plans for the inauguration and financing of the work.

(3) That this committee consist of two members of the Executive Board, who shall have power to increase their numbers to five and to appoint advisory subcommittees.

(4) That the committee be known as the Committee on an Enlarged Program for American Library Service.